TEAMSTERS DEMOCRATIC UNION FOR A 1BT RANK AND FILE

CONVOY DISPATCH

Nov.-Dec. 1985
#57

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Where Will Convention Delegates Stand in 1986?

Williams: TDU was Right

—**June, 1981**. From the floor of the IBT Convention a number of courageous men and women propose positive changes in our union Constitution. They call for majority rule on all contracts and riders, organizing the unorganized, better strike benefits, a limit on all officers' salaries of $100,000, an Ethical Practices Committee inside our union, and above all, the right to vote on our top IBT officers.

They are booed by International officials and some local officials, and harassed by a new goon squad called Blast, which was flown in at union expense by then-vice president Jackie Presser.

At the head of the convention is Roy Williams, who had just one month previously been indicted for conspiring with employers and criminals to bribe a senator with pension fund land, and had also been selected president of the union.

Many delegates continually swear their unswerving allegiance to this man. They bitterly denounce those who disagree with this great leader on any issue. They condemn as lies any consideration of problems in high places within our union.

These forces prevail. The forces of change are too weak at this convention, where over 90% of the delegates are full time officials. They vote to raise dues, limit rights and even pass a resolution to lobby Congress to repeal the law requiring local union elections every three years. A good time is had by all at the luxurious parties each night, all paid with your dues. Not one major problem is ever acknowledged during the convention. Roy Williams is riding high.

—**November, 1985**. Nearly five years have passed. Our union has gone from 1.9 to 1.6 million members. New terms have come into our vocabulary, like "concessions," "two-tier," "double breasted" and more. The General Executive Board has picked a new president, after Williams was convicted by a jury.

And then the bombshell: Roy Williams testifies in open court that the TDUers were right after all. He states that during 1981, while delegates were shouting down anyone who disagreed with him, he was paid $1,500 per month for one pension fund deal alone. He also states that employers routinely brought suitcases of money to negotiating sessions, that organized crime families hold sway over who becomes our union president, and that these crime families act through specific Teamster leaders. He names Joe Morgan in the south, the Provenzanos in New Jersey, and Jackie Presser. He admits he was on the take and says Presser is, too.

The man who was riding high, with all those officials condemning anyone who questioned him, has announced for all to hear that he was a crook and that Presser is, too.

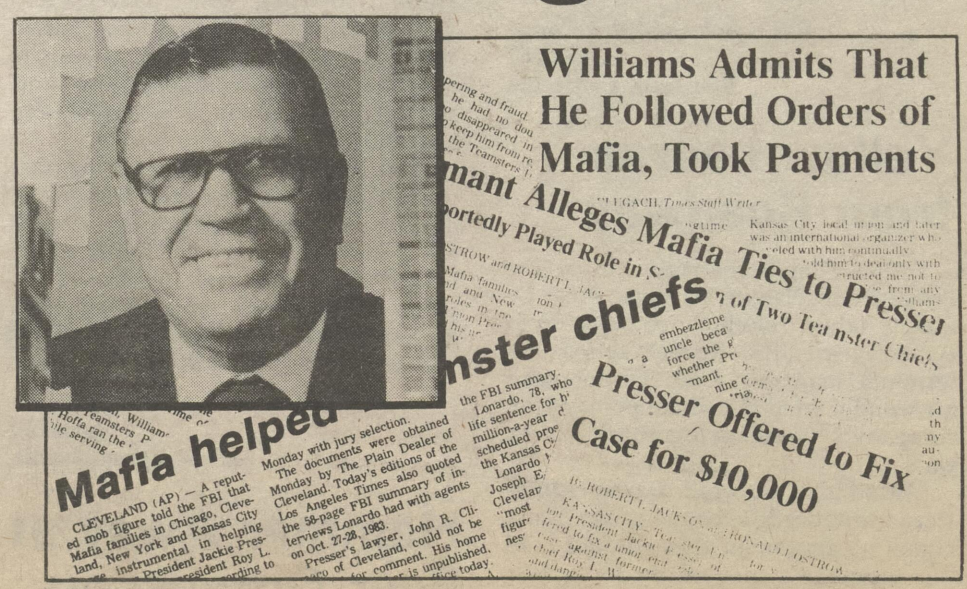
—**May, 1986.** The next Teamster Convention convenes in Las Vegas. A lot has gone by since 1981. Will it be the same script, with only the face of the one up front changed? Will we find the majority of the delegates hooting down all who want to talk about strengthening our contracts, organizing, reforming our union, involving the members, and above all, the right of our members to vote on who is the IBT General President?

Or will it be a different scene? Will we find a number of local officers, backed by many members back home, willing to come with an open mind? Willing to question the millionaire who has signed concession contracts, hired ghost employees, finked for the FBI and lowered the prestige and respect of our union?

TDU exists for one purpose: to work as hard and as intelligently as possible to build toward the second choice. We have launched a national petition drive of Teamster members behind the right to vote. We have filed suit against the Department of Labor to try to win the right to elect all delegates. And we have more plans to come.

But we cannot do anything without support from Teamsters who know we are right, but tell us it's "impossible." It was impossible to form this great union, till people did it. It was impossible to stop Presser's relief rider, till people did it. It's always impossible to change the powers that be, until enough people band together to make it possible.

Roy Williams, after being on the take from employers and criminals, says now that he is on the "dark side of the cloud of life" he had to speak the truth. Will we wait until our entire union is on the dark side of the cloud, or will we take positive action now to make the difference?



Williams Admits That He Followed Orders of Mafia, Took Payments

mant Alleges Mafia Ties to Presser

nster chiefs

Presser Offered to Fix Case for $10,000

Mafia helped

Companies Never Meant to Abide by Contract

NMFA Already Torn to Shreds

"You will recall that prior to negotiations we conducted a survey of freight members. Your message was clear: 'PROTECT OUR JOBS AND RAISE PAY.' With the successful negotiation of the proposed new agreement, that is exactly what we've done."

—Jackie Presser

So said Jackie Presser just six months ago. In those six months tens of thousands of freight Teamsters have come to the conclusion that the current NMFA was a contract that neither Presser nor the employers had any intentions of keeping. The fact is, thousands of Teamsters under the NMFA have had their wages cut, and face the future much more insecurely than before the contract. What's happening?

The Disappearing Pay Increase

The proposed contract wasn't popular. It got a majority vote by the slimmest of margins. The number one selling point was the promise of a yearly raise of 50c, which Presser guaranteed would raise the wages of hourly workers by $6,000 and the wages of road drivers by $9,000 over the life of the contract. The bitter reality is, however, that wages have been slashed by 10-15% for thousands of freight Teamsters. Out of the 40 largest Master Freight carriers, 19 have either accepted wage reductions or are in the process of getting them. The favorite tactic is the ESOP, and you can bet it's not stopping with these 19 carriers.

Once the door was opened wide to "voluntary wage reductions" (they're about as voluntary as giving up your wallet in a mugging) through ESOPs at

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From the Members

Petition Drive Strong in 287

We've been passing around the right to vote petition in Local 287, and people are more than ready to sign it. We are tired of our union being run from above. It's our union, not theirs, and we need both local and international officials to understand that.

Bill Brooke and Ray Corrie
Local 287
San Jose, California

Yellow Learns from Roadway

Yellow freight management at the Irwin, Pennsylvania terminal must be taking labor relations courses from Roadway or UPS. Recent actions by terminal manager Russ Trapp make me wonder what the whole point of the company's "working together" survey was.

Myself and steward Danny Miller were fired recently for the crime of not signing a statement that we had read the company's manual on hazardous material handling. On top of this charge were thrown other "offenses," including being "insubordinate and indignant" during the meeting with management. All this, *after* we had punched out at the end of the day.

The statement acknowledged that we had read the company's manual and understood *all* company, DOT and EPA regulations on the handling of hazardous materials. The fear was that this could be used against us later if we were ever involved in an accident involving hazardous materials. We were attempting to get clarification from the local on this when Trapp and Al Kipple chose to become arrogant and provoking.

With the help of the local, I am now back to work. I signed the book and the local says their legal department will look into the matter. Hopefully, Danny Miller will be back to work soon.

Another issue that flies in the face of Yellow's "working together" attitude is their insistence on juggling our runs around, shorting some drivers and shifting work to lower paid new hires. This all makes me wonder about the direction of our company and how sincere management is about pulling together.

Recently I commented on the fact that although there is never a shortage of criticism from management, thanks for a job well-done are almost never heard. What was their response? "If you wanted thanks, you should have been a waiter." Is this the attitude a strong company is built on?

Rich Hoolahan
Local 30
Irwin, Pennsylvania

Hammer Away at Poor Organizing

Organizing can not be stressed enough. TDU should continue to hammer away at the International Union for its poor organizing efforts in the trucking industry. Also, the International and locals should make every effort possible to place laid off workers in other jobs. One way might be to push for a master seniority list in locals.

Mark Harrington
Local 25
Boston, Massachusetts

Jifflox Jitters at Ryder/PIE

I guess you might say that I'm afraid of a Jifflox convertor. You're right! I get a bad case of the jitters when I have to handle one of these monsters alone, in a dark terminal. Here at Ryder/PIE, the boss doesn't seem to really care that we can be seriously hurt or worse. If he did he would not require us to perform the work alone. When I asked Mr. Getz, "Why must you dispatch us with Jifflox instead of the regular convertors? " his answer was that, "They could not be sure of what type of trailers were being closed out."

They obviously would rather pay their people to do nothing than to help a road driver to work. Sure, this way they have been able to eliminate many jobs.

I recently was injured while handling a convertor, and I know several of my co-workers have been too. Kinzey Reeves (our VP from Jacksonville) recently stated, "We have had in excess of 1,800 industrial accidents across the system, 32% of which are directly related to the Jifflox. He also added, "I have issued instructions that all units are to be pre-hooked or help provided." Mr. Getz' hearing must not be too good!

I am very glad to see that TDU is taking a stand against this very dangerous piece of equipment. I look forward to the day that their use is outlawed. Please send me copies of the petition.

Robert Houser
Local 20
Swanton, Ohio

Down at the Union Hall

This poem was submitted by Alaska TDU members. One paragraph has been omitted for space reasons.

Down at the Union Hall
Persons packed wall to wall.
Working folk with human needs,
Seeking jobs with noble deeds.
Each with some sad tale to tell
Each with his own private Hell.
Waiting in the hiring hall,
Praying there will come a call.

A chance to put his skills to work.
God, how it hurts to have to shirk!
To go on food stamps, accept the dole
And wait around this stinking hole.
Still call time comes, there is no work
Good Lord, you almost go beserk.
You're unemployed, you've seen it all
Down at the Union Hall.

When jobs do come, they pass you by.
A favor owed to some girl or guy
Means your job's passed out through the old back door.
Dear Lord in Heaven, what's a Union for?
United we stand, divided we fail,
Unemployed we stand while our bodies grow frail.
While the leaders get fat, the member gets small
Down at the Union Hall.

Donald D. Thomas
March, 1981

West Coast Office

For members in the western states, our San Jose, California office is available to serve you. To contact the west coast office, call (408) 971-1035; or write TDU, PO Box 8548, San Jose, CA 95155.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1985 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70 hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

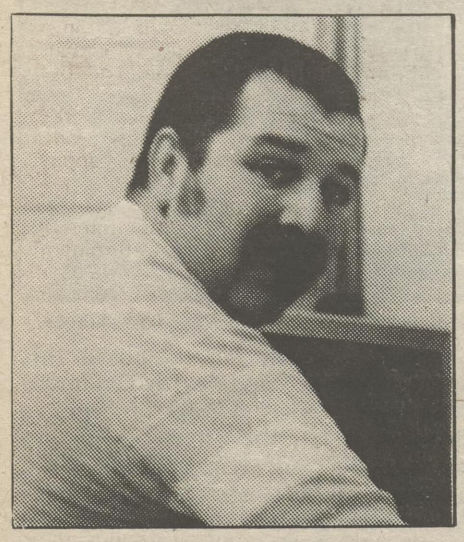
VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch



"I couldn't have won without them. TDU helped a lot, they did good work and helped us keep fighting," Juan Parra stated after winning his lawsuit.

$135,000 Awarded to TDUer

Joe Fahey
Local 912
Watsonville, California

On the afternoon of November 19, the small town of Watsonville, California was alive with the sound of blaring horns and the shouts of "We won! We Won!" from scores of people in cars and a victory caravan that drew cheers and waves from striking workers outside Watsonville Canning Co. We were celebrating the jury's decision to award TDUer Juan Parra with $135,000 for racial discrimination that lead to Parra's firing in 1981.

In September of that year Parra had been provoked by foreman Tim Miller, whose favorite phrase was "stupid Mexican son of a bitch," and whose recklessness and physical abuse were well known.

Juan Parra's case began one morning when he was the target of Miller's abuse. After being shoved and insulted by Miller in the morning he went to Local 912 President Fred Heim who promised to come right over to the plant, but never came. Juan returned to work to face Miller alone. The next time Miller struck Juan, he hit him back with a push broom he was holding at the time. Miller wasn't disciplined but Parra was fired immediately and charged with assault with a deadly weapon.

At the regular union meeting when Juan complained of his unjust firing he was ruled out of order and was told there was nothing that he could do. That's when TDU got involved. We organized his co-workers into a defense committee and raised money for him. All charges against him were dropped. We circulated a petition that got the foreman fired. We held rallies for him and educated the community on this racial discrimination suit.

In court, witness after witness testified to the abusiveness of past and present supervisors at Watsonville Canning. The company maintained that the workers were lying, that Juan hit his foreman because he was lazy, and that there was no racial harassment in the plant. They said TDU lawyer Dan Siegel had put that into the heads of the workers.

After three hours of deliberation the jury returned a verdict for Juan Parra and voted to punish Watsonville Canning.

It is not known yet if the company will appeal, but Juan will be throwing a victory party soon to thank the community for their support, and the Parra family has pledged 10% of the settlement to Watsonville TDU.

Court Issues Injunction Against Local 145

TDUer Wins Landrum-Griffin Suit

Jim Kestell
Attorney, Hartford, Connecticut

In 1982, TDU member Abe Ferreira assembled a slate to run against the incumbent officers of Bridgeport Local 145. Nobody had ever challenged the incumbent officer before in the history of Local 145, and Secretary-Treasurer Kuba did not take kindly to the challenge.

No sooner had Ferreira's slate made known their intentions to run when Ferreira and nearly his entire slate were discharged or forced to resign because of daily harassment by the employer. Ferreira filed NLRB charges, and an administrative law judge found that the company's discharge and discipline was discriminatorily motivated in order to favor the incumbent officers in their bid for election. The judge ordered back pay which may total nearly $100,000. The company appealed to the NLRB in Washington, D.C. and no decision on the appeal has yet been rendered.

When Ferreira questioned Kuba at a union meeting on how his executive board could be voting themselves repeated pay raises without membership approval, Kuba's response was to have one of his lackeys file internal union charges against Ferreira, so that he could be brought before the Kuba-controlled executive board for a hearing. The board suspended Ferreira for a year, and fined him $1,000.

Ferreira appealed to Joint Council 64. They grilled Ferreira on his TDU activities and then ended the hearing by threatening him with bodily harm. This was all nicely recorded on a verbatim transcript.

Ferreira filed suit in Federal District Court under the Landrum-Griffin Act's bill of rights for union members, and on October 29 the jury came back with an award for Ferreira. They found both Kuba and the stooge who had filed the charge against Ferreira to be guilty of violating Ferreira's right to be free of intimidation for questioning union officials about their improper activities.

The presiding judge also issued an injunction enjoining Kuba from engaging in similar interference during this year's election, and also ordered Kuba and his stooge to pay Ferreira's attorney fees, which will total almost $20,000.

Ferreira is running another slate of candidates this year, almost all of whom are TDU supporters. Ferreira hopes that after nearly 50 years of dictatorial rule that Local 145 members may once again regain the right to control the affairs of their local, elect their own shop stewards, and finally get the representation that they so badly desire.

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

January is Time to Change Bylaws

All of our local unions are governed by *bylaws*, which may be ammended by vote of the membership. In many locals, the only month in which changes can be submitted is January. In the past, members have made such bylaws changes as getting elected stewards, eliminating severance pay for officers, and starting local funds for organizing. If you are interested in changing your local bylaws, now is the time to plan carefully. We recommend you contact us before you draft your changes. The TDU office is available for advice and help to accomplish the changes you want.

Legal Briefs

Roadway Driver Awarded Job.

Roadway driver Jerry Hufstetler, allegedly fired for an act of dishonesty, has been awarded his job back by an administrative law judge for the Department of Labor who found that he was fired for his safety activities, including reporting breakdowns to Roadway and filing complaints with the DOT. He was also awarded some $90,000 in back pay.

Under Section 405 of the Surface Transportation Assistance Act, the judge ordered Hufstetler put back to work with full back pay and benefits. He is not yet working due to Roadway maintaining that they do not need to reinstate him until the Secretary of Labor puts his stamp of approval on the judge's decision. The DOL has indicated that they may go to court now to enforce the judge's order.

The hearing included the testimony of the business agent for Local 528, who was called as a witness for Roadway, and who admitted that he had lied in statements submitted to Hufstetler's grievance committee. In his statements the BA supported the company's position on the firing. At the trial the BA said that when he signed the statement he knew it was not true.

At Least 40% of Trucks Found Unsafe.

The number of dangerous trucks on the highway is increasing according to data collected by the Bureau of Motor Carrier Safety (BMCS) during their annual roadside inspection. Initial data for 1985 indicates that about 40% of all trucks inspected were placed out of service, while in 1983, of 24,000 vehicles inspected, 27% were placed out of service. The increase is attributable to a rise in the number of driver violations, particularly drivers without current log books, or no logs at all.

In 1984 hazardous material violations dropped but are now on the increase again, and the substantial number of vehicle defects is largely attributable to brake problems. If you want a copy of the 1983-1984 BMCS report please contact the TDU office. The 1985 report will be available in two months.

Petition Out On JiffLox.

At the TDU Convention in October, a motion was made at the Roadway meeting that a national petition be circulated asking that the JiffLox be banned. Petitions are now available from the TDU office, and are being distributed at all major Roadway and Ryder/PIE terminals. For copies of the petition write the TDU national office.

Backed by Members, Wins Job and Back Pay

Unity Wins for Fired Driver

Yellow Freight Employees
Local 208
Los Angeles, California

On October 24 federal judge Consuello Marshall ordered Yellow Freight driver John DeSoto back to work with full back pay, a year and a half after he was fired and lost at the grievance panel. And if it had not been for the unity and brotherhood of Local 208 members, John says he could not have pursued this important case and won it.

DeSoto, a driver for Yellow in Los Angeles, was fired for refusing to take out a trailer that was not properly licensed and was in violation of the California vehicle code. The policy of the grievance panel is if the company orders you to do something, you do it, and then file a grievance. This policy is wrong, for if you violate the state vehicle code you could be stopped, and it would go on your driving record.

The case went to the Joint Western Area Committee, where the union local put on a good case, but the decision of the panel was to uphold the charge. Both union and management presenters were shocked by the decision.

We all felt this could only happen if Yellow's top management got to the union chairman of the panel, Bob Plummer. Shortly after this case, Plummer lost the election in his Stockton Local 439 (to a TDU member). Plummer is now with a labor consulting firm working for management!

We have said it before and we will say it again: some people who sit on these panels make decisions not on who is right, but on favors and who gets to them.

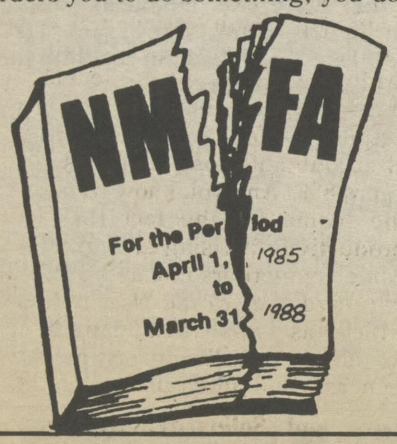
Rank and File Power Wins

Several employees at the Yellow downtown Los Angeles terminal (some TDU, some not) decided to start a Yellow Employees' Legal Defense Fund. Many employees put in $50 and some as much as $200 and held two raffles to raise funds. We went to Los Angeles TDU attorney Bob Newman, and in August he presented the case before Judge Marshall. Then in October she ordered John put back to work with full back pay, seniority and benefits.

Yellow may appeal, and John has the right to sue for punitive damages. No matter what happens, the members of Local 208 can take pride in this victory. Now companies in California may think twice before ordering a driver to violate the vehicle code. And maybe this will help convince the grievance panel to start deciding cases on who is right and not on favors and deals.

Yellow was ordered to reinstate DeSoto.

Once again the rank and file have proven that when we get together we can win.



Never Meant to Keep Contract

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McLean and Ryder/PIE, it was simply a matter of time before other companies found they could violate the intent of the contract without the union making one whimper. Murphy Motor Freight, Smith's Transfer, and Campbell's 66 are the latest companies to propose ESOP plans.

In the Smith's Transfer ESOP proposal the reasoning becomes quite clear. In effect, they state that since other NMFA companies aren't paying scale, they can't be expected to compete without mugging their employees, too. By allowing ESOPs at McLean and Ryder/PIE the union virtually assured that other companies would follow. After Murphy, Campbell and Smith's get their cuts, we'll undoubtedly see other companies lining up on the ESOP gravy train.

Double Breasting Continues

ESOPs aren't the only issue companies are using to tear up the new contract. Take double breasting, for instance. It has continued unabated despite Presser's claims that the new contract had tough new provisions. The dispute with CF over nonunion Conway West and Conway Central ended in a loss for CF employees. The union agreed with the company that since these two carriers are regional, they aren't diverting freight from CF.

That may be, but what about the freight diverted from other, union, regional carriers? System 99 just closed. Could it be that they were competing with Conway West?

CF isn't the only villain. Roadway, Ryder/PIE and now Yellow and Preston have their own nonunion outfits. The practice will only get worse with no objections raised by the union, and no organizing plans being carried out.

Casual Abuse Skyrocketing

How about that new language on casuals? The docks are filled with $11 an hour replacement casuals who will never make the list. Casuals are even on the road getting paid a casual rate (although no one can find that in the contract), and senior people are getting lettered, suspended and fired at alarming rates to make way for 70%ers. Hundreds have been fired over unreliable drug tests.

Safety Conditions Dropped

Even Jackie Presser has stated that, "Safety in the industry has fallen to new levels, and the motoring public have been exposed to unsafe vehicles and operators who have the economic incentive to violate highway laws." At the same time drivers at Roadway and Ryder/PIE are being injured by the hundreds by Jifflox convertors, and no progress has been made on the contractual agreement to study the "Jifflox problem."

Crisis Continues

The trucking industry is in crisis and members are paying the high price. Nonunion competition has forced several carriers out of business. The pressures to reduce costs have become unbearable to smaller and economically troubled carriers. Price discounting from 40-60% by the largest carriers has made the condition of smaller carriers even shakier.

Now, with the union's blessings, those companies still living up to the contract have to face competition from other union carriers who've been able to cut their wages. This is union-busting plain and simple: encourage competition among union members, make the union seem totally irrelevant, and destroy the integrity of the Master Agreement.

It was much easier for Jackie Presser and the rest of the National Negotiating Committee to sign an agreement that they knew wouldn't be enforced, than it was for them to make hard decisions about the future of the industry.

If Presser leaves the problem of nonunion competition up to the companies to solve, they'll do it the only way they can: by bringing union wages and benefits down to nonunion levels. It's plain and simple, either you enforce what you've got and fight to protect it, or you lose it.

There's no simple answer to the crisis in the freight industry. One way or another, the big will get bigger and lots of companies will go under. The question is how far down will Presser let your wages and conditions slide? We think it's time for the union to begin acting like a union, to begin fighting like a union, and to begin making the tough decisions that are necessary. There is no other way.

Freight Lines

The Meaning of Loyalty.

The recent shutdown of System 99, a western regional carrier, has left some disturbing questions about loyalty of workers to their companies, and companies to their employees. System 99 got a series of wage concessions over the years. Since 1981 there has been a profit-sharing plan and employees have worked for 15% under the NMFA scale. In October, the company shut its doors rather than pay up on delinquent benefit payments and grievance settlements.

What happened next is very revealing. System 99 called Viking, the largest nonunion outfit in the west, and gave them their entire customer list. In return, Viking picked up the freight off System 99's docks, bought a lot of their equipment, and hired a substantial percentage of their sales and management personnel. If System 99 management had believed in repaying the loyalty that they talked about for years with their workers, they could easily have cut a similar deal with a union outfit, and gotten an agreement that their former drivers would get first chance at new jobs at the companies that got the customers. Instead, all they could think of was saving their own hides. That's loyalty for you.

Decision on Central States Gate to Gate Pay.

Jack Yager, Central Conference Director of Freight, announced that the deadline for logging all the routes used by Central States carriers has been moved from November 27, 1985 to no later than March 31, 1986. It's just another example of the language and intent of the recent National Master Freight and Supplemental Agreements being ignored or violated. Since some routes will gain and others will lose the probability of retroactive pay seems slim.

ANR to Consolidate Three Carriers.

ANR Freight Systems is combining its three regional carriers: Associated Truck Lines, Garrett Freight Lines, and Graves Truck Line, into one national system, effective January 1. The consolidation of the three carriers will make the newly formed company the fifth largest LTL carrier in the country. All three operations are under the National Master Freight Agreement and employ some 8,000 Teamsters.

Campaign Picks Up Steam

Thousands Signing Petition

It's been just a few weeks since we kicked off the right to vote petition campaign, but the response has been very good. From Maine to California, from North Dakota to South Carolina, petitions are coming in every day. This really proves the rank and file's desire for a more democratic union and shows a real determination to win our rights.

Response has been particularly heavy in freight. Reports from various areas tell of having problems, not because no one will sign, but because there are long lines of Teamsters waiting to put their signatures on the petition. As a Garrett driver from Portland put it, "I'm not having any problems at all getting signatures. It's like giving out free beer, not Coor's, of course."

The movement is not only picking up steam, but is creating a real bond of solidarity and unity among Teamsters. One Ryder/PIE driver said, "I'm taking the petition everywhere I go. Many times I've been approached to sign someone else's petition at a foreign terminal. Then I'll run into a brother who hasn't seen the petition and asks if I can give him a few to take back home with him. It seems like everyone wants to join in on this. This is the first time I've seen so many Teamsters united on the same issue in 20 years."

That's the real benefit of the right to vote campaign: solidarity, democracy, and plain old good unionism. We're sending a message to Jackie Presser that just can't be ignored. But we need your help. If you haven't seen the petition, or want to get your barn or shop signed up, please fill out the coupon requesting the petitions. It'll cost you a 22c stamp, not a bad investment for your rights.

For those of you who've signed or are circulating petitions, see if you can get them to other Teamsters so we can spread the word and really build this movement. We need the support of all Teamsters. And while you're at it, if you're not a member how about joining TDU? If we can build the biggest campaign for getting the right to vote for our officers, we can change the whole union. More news on the right to vote campaign and an order form for petitions is on page 6.

TDUer and Local 213 member Jack Vlahovic on the floor of the IBT Convention in 1981. He and others raised motions to democratize our union. We will be back in 1986.

Los Angeles Local 63 Election

White Ballot Covered with Blood

On November 2, a nominations meeting was held in Los Angeles Local 63. Secretary-Treasurer Bob Marciel and the incumbents were elected on a white ballot, but one splattered with blood.

Local 63 absorbed three other locals in 1983-84, trucking Locals 357 and 224, and San Bernadino-based Local 467. Local 357 had some officers who thought nothing of intimidating members who showed opposition.

We had hoped Marciel and Local 63 would put that goonism behind us. We have seen him work for the members on some issues. We have heard of a couple instances where members were roughed up, but assumed it was some personal feelings from the old days. Seemingly we were wrong.

On Saturday, November 2 two people were beat up in the parking lot before the nominations meeting. Also, Jim Bender, who had announced he was running for secretary-treasurer, was walking toward the hall with ten or twelve of his supporters when they were attacked and beaten by over 25 goons wearing Bob Marciel t-shirts. Bender and three supporters were taken by ambulance to the hospital and one of them had stab wounds.

Needless to say, there were no nominations made other than Bob Marciel and his slate, so they were elected on a bloody white ballot.

Apparently a new nominations meeting will have to be held, and the executive board has voted to hold one if the International agrees. This is fine, but far from adequate as a response to this outbreak of goonism.

Bob Marciel and all local union officers: this is Los Angeles, not New Jersey. It is true there have been cases of intimidation in some locals, but goonism is not and will not be allowed in Joint Council 42 local unions. We, the members, will not stand by and allow this to happen. We hope and pray, Bob, that you were not the instigator of this dreadful attack on Local 63 members.

We feel sure that you are aware of who planned this attack, and it is your responsibility to see that those officers or employees of Local 63 be removed. Also, we have talked to Local 63 members who are your supporters, and they demand that you announce either in the Local 63 column of the *Southern California Teamster* or in a letter posted in all shops and terminals your position on this terrible act.

If this does not happen, your days as an officer of Local 63 are numbered, for we will mount a campaign to replace you. We will use the pen and not the sword.

This article is not meant to be a showing of support for either Marciel or Bender, but to let Los Angeles local officers know we will not stand by and let goonism prevail.

—**Southern California TDU Chapter**

CD
©1985 RAGTOP
WE ARE HERE TO HAUL AWAY YOUR EMPTY SUITCASES, MR. WILLIAMS.
PICK UP ORDER
TDU
OH YES, GOOD, THEY DELIVERED MY BRIBE MONEY IN THEM AND NEVER TOOK THE EMPTYS BACK.. YOU KNOW HOW THINGS PILE UP.
WHAT ABOUT ALL THE FOOTLOCKERS?
WE'LL GET A LARGER TRUCK, SIR.
TDU

Short Takes

Alaskan Goons Don't Come Cheap. TDUers in Alaska Local 959 report that the local hires armed security guards for meetings and at the hall, who regularly threaten members and make a point of destroying TDU literature. They also note that the LM-2 reports for the past four years show over $300,000 each year for security guards. Too bad it's not spent for the members, instead of to intimidate them. Local 959 tried to expel and fine two members recently for the "crime" of criticizing their officers, but of course quick legal action took care of that little matter. No fines, no expulsions. But lots of guards on duty.

Management Cuts Productivity. We've seen numerous articles recently on the "management productivity gap" with Japan and other nations. It seems U.S. industry leads the world in top-heaviness. During 1984, for example, real output rose 6.8%, but employment of accountants rose 12% and managers 8%. And you know who takes the blame for the fact that U.S. productivity is rising at a ½% rate while competitors rise at 3-5%. The big prize goes to the U.S. military, which has one-sixth as many troops as during WW II, but just as many generals and admirals.

Love and Solidarity. During the recent bitter strike against General Dynamics (where workers rejected a contract because of no amnesty and concessions), UAW members Sandra Jasmin and Ed Miller showed some unity. They were married on the picket line in front of the Warren, Michigan tank plant.

Ryder/PIE and Free Speech. St. Louis PIE management gave the road steward a warning letter in early November for posting a *CD* article on ESOPs. The letter stated they were not interested in the "journalism of TDU Organizer Ken Paff." The Local 600 BA shot back a notice to the company that the union determines what is appropriate on the union bulletin board, not the company. Apparently, Ryder/PIE didn't like the quotation in the article from PIE chairman Jack Schang.

Yellow Freight V.P. for labor relations Paul Eaton gets the award for best Christmas spirit...His October 21 letter asks road drivers to voluntarily give up their day off to pull extra runs due to heavy flow of freight. Good idea. This is the same guy who has spent the past year gutting the dispatch rules and ruining the family lives of these same employees.

Roy Williams on the stand: Q: So any Teamster president, sitting where you sat for several years, has to take into account that portions of his union are under the control of organized crime and not under his control?

A: Yes.

—RIGHT TO VOTE—
Bulletin Board

The right to vote petition drive is in full swing, with thousands already turned into the TDU office after only a couple of weeks. Nearly everyone wants to sign the petition, but there are a few holdouts. Here's some news on how it's going and what the reaction has been so far.

Official fears for his life if he supports the right to vote. A loyal Presser supporter virtually admitted the IBT Convention is a joke when confronted by rank and filers in his own local. A steward from Mansfield, Ohio Local 40 (near Cleveland) spoke at the last general membership meeting and asked that the local delegates support the right to vote at the IBT Convention. Local 40 head Don Crowe said absolutely not because, "I want to get out of that hall alive!"

Members in Local 40 can only wonder if Presser uses threats against delegates who want the members to have the right to vote or if Don Crowe is such a coward that he was just making this up.

We hear about this kind of crap from too many local officers. If you can't stand up for the members, then why not resign and hope that someone with a little backbone will take your place?

Does International VP support the right to vote? Harold "Ghost Employee" Friedman, International Union Vice President, second highest paid union official in the world, and Jackie Presser's right hand man, editorialized in the latest edition of the **Ohio Teamster** on the importance of Teamsters using their right to vote!

We couldn't have said it any better, so we'll just quote directly from the article: "Here we are in America, the greatest democracy the world has ever seen. We have guaranteed rights that allow us to make choices about our lives. Those choices are a product of freedom, the cornerstone of the democratic system.

"Freedom doesn't come cheaply or easily. Freedom doesn't sustain itself. It must constantly be won. Freedom cannot be taken for granted...rather, it guarantees that we can make our own choices about how we live. Being free doesn't mean we can be lazy. Because we are free, we must work harder to maintain the privileges that freedom brings.

"If you don't vote, you have no right to complain about the way things are. If you don't vote, you are throwing away your chance to make a difference. If you don't vote, you're making a mockery of the very ideals that brought millions of people to this country. If you don't vote, you haven't earned the fair representation provided by the democratic process..."

Someone should remind Harold that **we don't vote—because we can't vote.** If you really believe in democracy, Harold, you can sign the petition, there are plenty of them around in Cleveland.

TDU challenges Presser. In the interest of fair play and democracy, we thought we might just challenge Jackie Presser and his supporters to put up or shut up on the right to vote issue. We've gone even one step further and made up a counter petition to help old Jackie out. It reads:

"The undersigned members in good standing of the Teamsters Union support the present method of selecting our International Union officers. We are opposed to changing to a system of voting by the membership.

"We feel our present system has given us Jackie Presser, the finest union leader in the world, and we certainly would not want any election in which all members would be provided with a chance to vote."

We challenge Presser, his friends, relatives, ghost employees, and any and all others in this union (no employers) to take up the petition, and go out to the rank and file and see how much support you can muster!

May the best position win among rank and file Teamsters, the true owners of this union.

Only rich men will run? So far in the right to vote petition campaign we haven't heard of very many Teamsters outwardly opposing it. But there was a reason given in Nashville, where some cronies of the hall in Local 480 are claiming that if the International Officers were to be elected by the rank and file, only rich men would be able to run. We wouldn't want a bunch of rich men running our union, now would we?

Local 170 officers sign petition. How many times have you heard your local officials complain about Jackie Presser, or blame the International Union for a bad contract? Well, if you've heard that too many times in the past, take notice of this story.

Some officers of Worcester, Massachusetts Local 170 had expressed concern about signing the right to vote petition or getting involved. At a recent membership meeting, TDUer Colin Proctor reminded the executive board of their strong stands in the past against the freight, carhaul and UPS contracts, where they pointed the finger of blame for the concessions at Jackie Presser. Proctor also pointed out that this was a chance to finally do something positive.

After the meeting the entire executive board signed the petition, and one business agent has even circulated it to a few members. Congratulations and thanks to the Local 170 Executive Board, TDUer Colin Proctor and other Worcester members for helping it all happen. Other locals—how about making it happen in yours?

Distribute the Petition

We need your help to make the Right to Vote Petition a success. Use this form to order petitions, a brochure explaining the Right to Vote Campaign, and to receive special newsletters.

☐ YES, I'd like _____ copies of the petition. Please send them to me.

☐ YES, I'd like to donate to help build the Right to Vote Campaign, and here's my donation of:

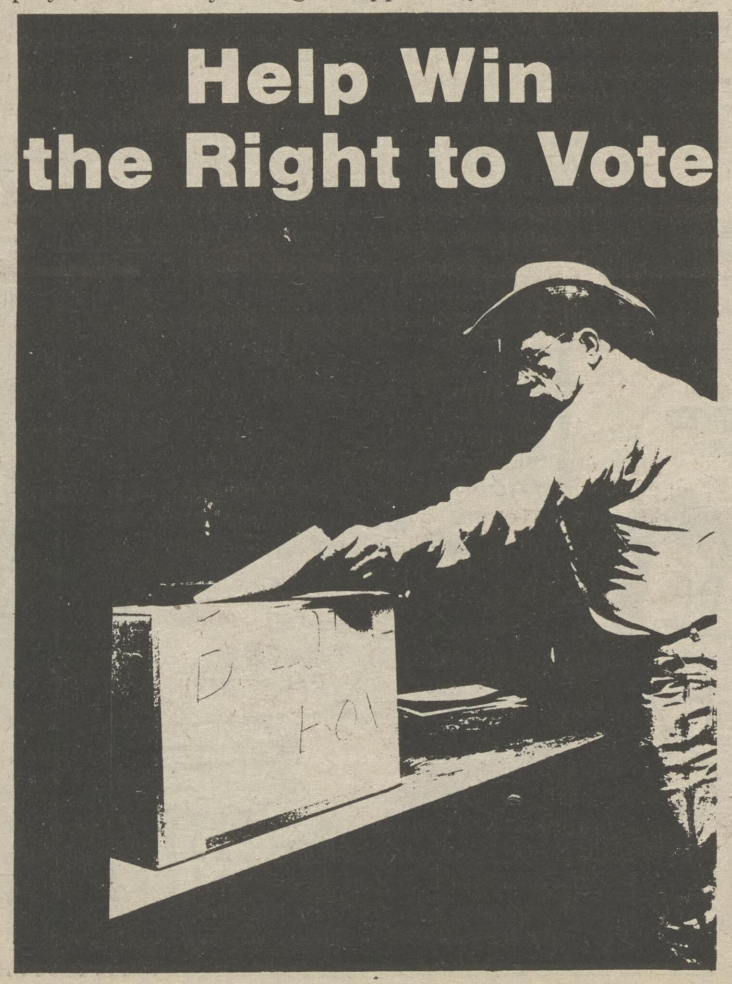
____$50 ____$25 ____$10 _____Other

Name_____ Local_____

Address_____

City_____State/Zip_____

Phone (___)_____ Company_____



Unorganized Sectors Fue

Giveback T

—February, 1985. The AFL-CIO publishes a report, **The Changing Situation of Workers and Their Unions,** *acknowledging that unions are behind the times, and calling for a coordinated organizing drive to organize the unorganized.*

—July, 1985. 25,000 Teamster carhaulers reject a concession filled contract offer and, later, strike for three weeks for a better contract.

—November, 1985. In Austin, Minnesota, striking Hormel workers are on the picket line. Since early 1985 they have aggressively fought Hormel's implementation of a wage freeze, two-tier wages and gutting of the seniority system.

How are these events linked and what do they mean for Teamsters? As we know too well, 1985 did not see an end to the drive for concessions. Despite a return to profitability for most major Teamster companies, as for other industries, contract givebacks like two-tier wages, loss of COLA and changing work rules were high on the companies' agenda in 1985 negotiations.

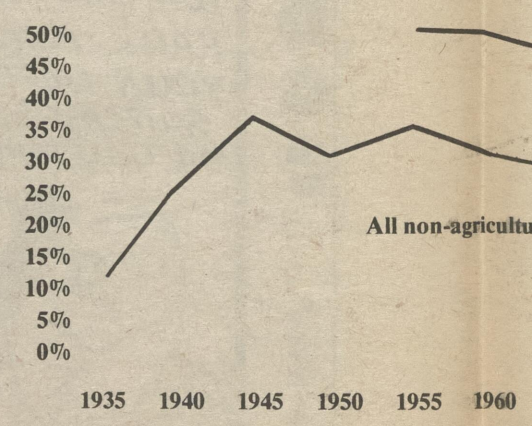
Top union leaders and members alike are faced with a tough reality: the recession is over, but a far deeper problem is threatening to weaken bargaining power and union strength, a problem that won't go away on its own, a problem that has to be faced up to before we can get back on the road to union strength again—the threat of nonunion competition.

There were few major gains made during the 1985 negotiations, but there was more resistance to concessions and cases of more creative tactics being used.

Teamsters were at the heart of two important labor struggles during 1985 that saw increased organization and resistance to givebacks. Right now 2,000 Teamster cannery workers are waging an aggressive strike, with almost no support from their union leadership, against the union-busting tactics of two Watsonville canneries. (See story page 8.)

In July, 1985, Teamster carhaulers were able to reject a concession-filled

**Union Membership,
Percentage of Workers Belo**



Sources: Bureau of Labor Statistics; Statistical Abstract. *Economic Notes,* Oct. 1985.

s Fuel Management's Drive in 1985

k Trend Continues, but Resistance Builds

contract offer by an incredible 81%, beating the two-thirds rule on contract votes, and forcing the national committee to call a strike. On the picket line, carhaulers showed that they could back up their vote with solid organization. At terminals across the country efforts to move cars by dealers were severely hampered, and the stockpiles of cars grew.

Their stand was inspiring—while far from ideal, the second contract offer was vastly improved, with many concessions taken out. If not for the International Union's willingness to put carhaulers back to work, a truly decent contract could have been won. No matter what, carhaulers had shown that taking a stand makes a difference.

Taking a Stand

Another example of resistance to concessions in 1985 is the feisty United Food and Commercial Workers Local P-9 in Minnesota. Over the objections of their International (sound familiar?), P-9 took some of the suggestions of the AFL-CIO report to heart. Last winter they hired Ray Rogers of Corporate Campaigns, Inc. to help fend off Hormel's attempts to freeze wages and win other concessions.

Rogers (who led the successful J.P. Stevens boycott) is helping the local use the strategy of going where the money comes from by picketing and leafletting a major investor in Hormel, First Bank. P-9 members also travelled to Atlanta to attend the annual Hormel stockholders meeting, where they brought Hormel's union busting tactics to light.

The local has also worked to involve rank and file members in activity and decision making. Weekly strategy meetings are held, and throughout the year members have done extensive outreach to other Hormel workers in the Midwest. This outreach may now pay off as they begin to extend their picket lines to other plants where their work is being moved. They have also set up a program to provide meals to striking families, and Rogers has started an "adopt a P-9 family" plan to get support for striking families from other unions.

These strategies may seem far-fetched to us, but they fall into line with many of the AFL-CIO's suggestions. The fact that P-9 members are doing all this without the support of their International Union is both a sad statement on our times, and also incredibly inspirational.

These important events can't hide the fact that other unions and contracts took a beating in 1985. In the Master Freight Agreement, we saw new concessions piled on top of old ones, and no real protections against subcontracting, double breasting, and the abuse of casuals. It's now become clear that the freight companies had no intention of keeping the bonanza deal they got. (See story page 1.)

Photo by Bob Gumpert

Above, carhaulers took a stand against concessions last summer. At left, UFCW Local P-9 workers at a support rally.

Similar losses occurred in other important contracts, like the ship builders at Bath Iron Works in Maine who took a wage freeze and two-tier wages after the company successfully divided different locals, and Wheeling Pittsburgh Steel where union members took wage and benefit cuts after a three week strike. Wheeling Pittsburgh used bankruptcy to vacate their contract—a tactic familiar to some Teamsters.

So the balance sheet for 1985 is a mixed one. Many employers continued their aggressive push for concessions successfully, but events like the carhaul contract, P-9 and others give hope that the concession tide can be turned back.

Organize the Unorganized

But in almost every industry. the threat of nonunion competition, whether foreign or American, loomed in the background. Teamster membership has dropped from a high of 2 million to a present 1.6 million. In 1964 the NMFA covered some 400,000 members. Now it is down to below 200,000. Most major freight companies have nonunion subsidiaries that are gaining a greater and greater share of freight tonnage.

Nationally, the percentage of unionized workers continued to drop in 1985, down to a mere 19% of the total workforce. When Jackie Presser took office, he bragged about organizing new industries in the service sector, like the growing number of clericals, government workers and high-tech employees. Little has come of that promise, but he was right about one thing—the service sector is growing by leaps and bounds, while manufacturing declines. By 1990 it is estimated that 75% of the workforce will be in the service industries.

Where are the manufacturing jobs going? Many to nonunion shops in other countries, often owned by U.S. corporations. Steel and shipbuilding are threatened by low-wage Korea, textiles and other consumer goods are increasingly made in third world sweatshops. Organizing the unorganized has become a global task.

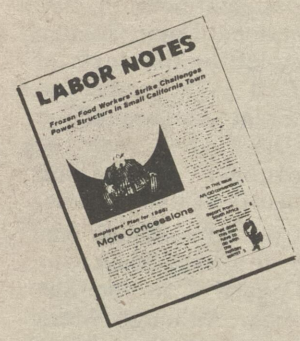
Even the stodgy AFL-CIO admits that unions today face serious challenges and have fallen behind the times. This admission is a good first step yet to be seen in our union. No efforts have been made to organize nonunion trucking companies or bring double breasted outfits under control. Until that happens, even profitable companies will have a wedge to force concessions from us.

And if the recession has taught us anything, it is that real union values and strategies work best. Carhaul and cannery Teamsters have shown this, as have the P-9 members in Minnesota. 1986 may not turn the tide and bring us back to those values, but hopefully positive steps taken in 1985 can be built on next year.

One positive development is a national Rank and File Against Concessions conference taking place in Chicago in December. The conference has been called by numerous union members and local unions, like Local P-9, various UAW locals and others, with the aim of "providing direct, immediate aid to those unions who have chosen to fight concessions through any appropriate means." (For more information, contact the TDU office.)

Stay Informed

In *Convoy Dispatch* we can't cover all the news on the other unions and the labor movement that we would like to, but there is a place to go for up-to-date coverage of the issues and events facing labor. That publication is the monthly newsletter *Labor Notes.*



"I find that Labor Notes is an excellent source of news on the labor movement. Right now, we have a lot of work to do to get unionism back on the right track. A big step in that direction is just staying informed, and that's what Labor Notes is all about."

—Doug Allan
TDU Co-Chair
Trustee, Local 208

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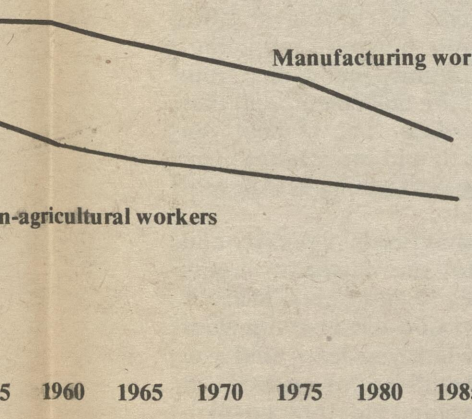

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Scabbing Efforts Discouraged

Watsonville Strikers Hold Out

The strike by 2,000 frozen food Teamsters in Watsonville, California is now entering its fourth month. Workers in this small town, where 30% of the workforce is on strike and many more laid off because of the strike, may have to hold out the entire winter as the fall processing season is winding down, and the plants do not really crank up again until April.

From the beginning it was clear that the stakes were high in this strike, and as the weeks have passed that has become more and more true. Watsonville Canning, Inc. and Richard Shaw Co. gambled a whole season's pack on their ability to intimidate the workers into giving up almost every victory that they had won in decades of union representation just to keep their jobs.

The Teamsters, mainly Mexican women who had fought their way up from jobs in the fields, gambled their futures and the somewhat stable existence that they had carved out for their families in Watsonville on their ability to stand together in the face of all the resources that their employers could throw against them.

At this time, the outcome still hangs in the balance. The companies have had to take nearly a complete loss on their fall processing season, getting no more than 25% production out of an inexperienced and constantly changing scab workforce which they have had to bring in from other cities at great cost. It seems unlikely that either company can afford to lose their spring processing season as well.

While Watsonville Canning has threatened to pull out and move their operations to Texas, most people feel that they are bluffing. Both of these companies' operations are completely centered in modern, mechanized plants in Watsonville, which has the best conditions in the country for growing winter vegetables.

The strike has taken a tremendous toll on the workers themselves. As winter approaches, many families face the possibility of losing their homes. There is already a trickle of evictions and foreclosures which threatens to turn into a flood. Many children have had to leave highschool to help support their families. The meager $55 per week in Teamster strike benefits does not come close to sustaining them.

Contract Turned Down 800-1

Given this situation, the strength and unity of the strikers is inspiring. Less than a dozen workers are crossing their own lines and the companies have been unable to get anyone else from Watsonville to scab. When in the eighth week of the strike, Watsonville Canning offered a contract which still contained takeaways for the unskilled workers, but gave raises to the skilled mechanics, it was turned down in a secret ballot vote by 800-1!

The strikers' own organization has been key. As Ceasar Chavez told 500 of them on November 9, "The worst enemy of a long strike is gossip, and the disunity that it creates." The elected strikers' committee has been important in keeping that unity. They held a successful march and rally on November 3 which drew 2,000 workers, and they helped build for a smaller rally on the following weekend called by the official Teamster leadership. The committee has also sponsored a series of legal rights workshops for the strikers on unemployment benefits, evictions, picket lines, etc.

The strikers have also organized to keep pressure on by making periodic early morning trips to the surrounding towns to talk to the scabs (many of whom were not informed of the strike when they were hired).

Although the media has focussed on the occasional violence which has come out of these confrontations, in fact the strikers have also succeeded in talking them out of strikebreaking. These "scab patrols" have played a big role in preventing the companies from building a large and stable strike breaking force.

The Watsonville TDU Chapter has pushed several proposals to support the strike, including extending picketing to the fields to shut off the raw product, and pressuring the Teamsters to raise strike benefits to $100 per week. In each case, local officials have put a lid on their efforts.

On the picket line in Watsonville.

As *CD* goes to press we learned of a $10 million lawsuit filed by Richard Shaw company against the strikers, the union, and the TDU chapter, which asks that pickets be limited to one per gate.

Although the strikers are strong, their strike is far from won. At this point, outside support is critical. They have been getting more and more support from the Teamsters, other unions, and the latino movement, but it will take a lot to support 2,000 families through the winter. TDU is working to organize food drives throughout northern California. Donations from other areas and locals can be sent to the Local 912 Food Committee, at 163 West Lake Avenue, Watsonville, California, 95077.

TDU Meets

Charleston, West Virginia
Saturday, January 18
1 pm
Ramada Inn
2nd Ave. and B St.
South Charleston, WV

Cincinnati, Ohio
Tuesday, December 3
8 pm
Imperial House North
1717 Glendale, Milford
near Pearl's Diner

Nashville, Tennessee
Sunday, December 8
1 pm
Holiday Inn, Briley Parkway
(2200 Elmhill Pike—north on Briley Parkway off I-40)

Sacramento, California
Saturday, November 23
10 am
Carows Restaurant
10th & S Street
Sacramento

Scranton, Pennsylvania
Sunday, November 24
3 pm
at the Holiday Inn
Dunmore, PA
off the Tigue St. exit off I-81

Worcester, Massachusetts
Sunday, January 19
9 am
Elks Club, Rt. 9
Auburn

Save the Date:
West Coast Caucus meeting to plan for the IBT Convention.
Saturday, February 9, 1986
Contact West Coast office for more details.

Is your chapter having a meeting? If so, let us know ahead of time so that it will be in **Convoy Dispatch**.

Want a meeting in your area? Let the office know and we'll help set one up.

Leal in as IBT Trustee; Mack Snubbed

California Teamsters were surprised recently at the appointment of Ben Leal as an International Union Trustee to fill the vacancy left by the death of Frank Matula. Leal is the secretary-treasurer of San Francisco Local 856, a position he inherited after years as Rudy Tham's protogee when Tham went to jail for misuse of union funds.

Many felt that the appointment was a slap in the face to Chuck Mack, the head of Joint Council 7 in the San Francisco Bay area. Although Mack has more than once taken positions with which TDU doesn't agree, he has a reputation of being one of the more progressive leaders in the IBT. He was also clearly next in line from the Bay area for the International Executive Board.

One business agent from Mack's own Local 70 summed it up, "Chuck and I don't see eye to eye on a lot of things, but at least he is clean. This just isn't right."

TDU Wives Proud of Role in Building TDU

Sarah Bequette, Sharon Cornett, Charlotte Cowles and Millie Grant

The following article is a compilation of comments made by the women who attended the Wives' Workshop at the TDU Convention this year.

Do you know what it is like being a woman involved in the labor movement? How do you get started? Why do you need to be involved?

It seems to start gradually, with an interest in your husband's job. You don't know much about what is going on, but when he comes home at night or on weekends he is in a horrible mood. When you talk to him you find out things aren't very good at work. Conditions are unsafe, supervisors take advantage of their positions. They treat your husband like he's a nobody.

That is the first thing that gets you interested. After all he's your husband, and you have something to lose if he does.

Then your husband joins TDU. You start reading *Convoy Dispatch*. Once you even called the TDU office and got some information you couldn't get from your local.

Then there is a meeting in your area and you attend. When you get there you find out there are other women there, too. You aren't the only one.

There are lots of things to consider before you commit yourself to TDU. How will getting involved affect your family? What will your neighbors think of you? After all, you are the one who is around most of the time and, let's face it, you need your friends' support and approval.

So you go to meetings, and learn about the union and TDU, and meet women who think it is as important as you do.

Sometimes there is hard work, like putting together a newsletter, addressing and stamping envelopes. The job of raising money by having a raffle might fall on you, but you keep going. There is a lot of unity that comes from being a part of the movement, and that is really rewarding. The respect you have for yourself and the strength you show for your convictions makes you proud.

Even if union officials play dirty and slander TDU (or your husband) it gets you down, but you don't quit. There is always support and someone on your side. That is when you learn that you don't have to stand behind anybody. It is your right to stand together, equal in this struggle with anyone else.

We are proud of ourselves, our abilities, and what we are capable of, and you know in the end it's all worth it.

New Challenges on the Horizon

National UPS Meetings Set Goals for 1986

Two meetings at the recent TDU Rank and File Convention brought together UPS Teamsters from around the country to discuss issues and set plans for the coming year. The meetings were marked by the feeling that although many of the problems UPS Teamsters face have not changed, there are new challenges ahead that need to be met. Special emphasis was placed on the need to reach more UPS Teamsters and beef up efforts to extend the TDU/UPS Network in preparation for the 1987 contract.

TDUers Dan Campbell and Dave Dunning, from Saginaw, Michigan Local 486, gave a presentation at the Saturday night meeting that stressed the crucial need for TDU/UPSers to make recruitment a high priority in 1986. Campbell pointed out that "we deal with many problems at UPS, and there is only so much that we can do about many of them. To get the union to take action on our problems, we have to first stay committed to building TDU among UPS Teamsters. This should be our #1 goal in 1986."

At the meeting on Sunday, the group broke into smaller groups to discuss issues more in depth, primarily harassment and how to combat it, and the issue of how to build the TDU/UPS Network over the coming year.

All present agreed that since the 1984 contract extension, activity has been low but that the central problem is still there—harassment and the accompanying fear among the membership. Without serious backup from the International Union, it was agreed that combatting the problem is difficult. Nevertheless, positive ideas did come out of the discussion. Particularly interesting were the efforts by centers to keep their people united and working together.

The Firing Funds and Sick Funds of Louisville, Elmsford, New York and other areas were seen as the goals to work towards, but many stressed the need to take smaller steps first, like softball teams during the summer, parking lot meetings, barbeques and other "informal" ways to promote unity and get people working together.

As a step towards promoting these ideas, it was suggested that the *Rank and File Organizing at UPS* booklet be revised in 1986 to incorporate these and other ideas. The booklet, first published in 1982, is also in serious need of being updated.

Right to Vote and What It Means to UPSers

The national Right to Vote Campaign was discussed briefly at the UPS meetings and at great length in the general convention. It is agreed that UPSers have a special stake and concern in the campaign. Starting with the concessions in the 1982 contract, and the strong opposition to them, disillusionment with the International Union runs high.

As UPS Steering Committee member John Braxton pointed out, "We know many of our problems stem from the unwillingness of the International Union to take a stand against UPS and back up locals and members. Whether at contract time or in the grievance procedure, one thing is clear: we need someone in there who is looking out for us. That won't happen until we get some control over the International Union, and the right to vote is a big step in that direction."

The old problems may remain, but that doesn't mean that new challenges aren't on the horizon. Although the company has seemingly backed off on nationwide plans for part-time drivers, the threat still exists, and many areas are already working under the part-time driver agreements. Also, while UPS' profits for 1985 are heading for new records, the specter of Roadway Parcel is looming in the background. A new film by UPS hits on just this issue, claiming that the nonunion threat is a serious one to them. This will probably be a central part of their getting-ready-for-the-contract strategy over the next two years.

The TDU/UPS Steering Committee will be working on projects throughout the year to build the UPS Network, but your help is needed. The petition campaign is a way to get started—order your petitions today!

Sign the Petition!

Bob Hasegawa
United Parcel Service
Local 174, Seattle

I am real excited about TDU's Campaign for the Right to Vote for International Officers. Those of us who work at UPS are painfully aware that Jackie Presser negotiates our contract, and we'd like to have something to say about it. The petition is really a step in the right direction. I'd also like to see candidates in my local and in locals across the country have to give some firm answers on what stand they will take in Las Vegas.

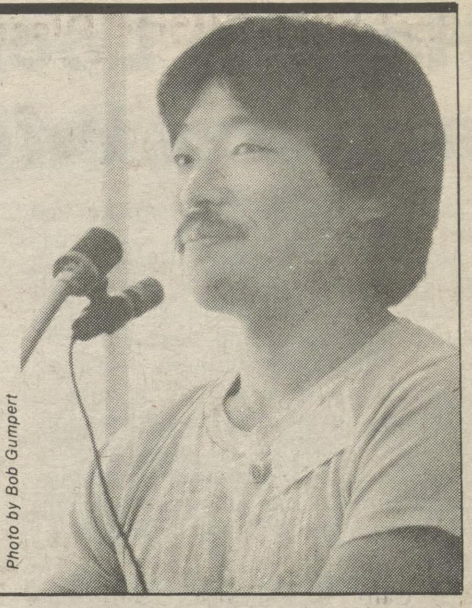


Photo by Bob Gumpert

UPS and Downs

No Help from Darrow and IBT for Local 804 Members.

New York City Local 804 UPS members giant Maspeth hub and other centers have been under attack by UPS for over a year. Supervisors have constantly violated the contract by doing bargaining unit work, the company repeatedly denied the union access to bulletin board, and suspensions and warning notices have increased.

Earlier this year, 250 Maspeth UPSers were suspended for alleged participation in a walkout. At that time the International Union stepped in and appointed a committee to "investigate." In the meantime, UPS said they would postpone the suspensions. Although no details have been disclosed, the committee presented its proposals in August. The content of the proposals can be guessed by an October letter from Ron Carey to the Local 804 membership. "We have received no support from the IBT and in fact, the International's role has been counterproductive. The IBT director in charge of UPS, Dan Darrow, has been more interested in the company's well being than in ours."

UPS has now begun suspending five of the 250 workers each week, but the local is standing firm. According to Carey, "We have no intention of submitting to the company's outrageous conduct and we will not be provoked into taking any premature action."

When will our International Union start standing behind the members, instead of aiding the company in their efforts to beat down members and local unions?

UPS and IBT Changing 1984 Extension Contract?

Can UPS and the International sign a contract which is different from the one which UPS employees voted on in 1984? Apparently they are trying to. UPS in Philadelphia says they want employees hired after September 4, 1984 to get their 50c raise one year after attaining seniority instead of after one year of service — which was the wording on the 1984 contract extension ballot. Since employees hired in the fall don't attain seniority until after the new year this can mean a postponement of raises for several months.

Various other changes, such as a slower rate of progression for new hires and an hourly pay cut for top rate part-time going full time have also been proposed. Local officials are being told that the National Master as well as the supplements are to be changed, though they have been unable to get a draft copy of the contract.

Philadelphia Local 623, to its credit, has refused to sign any contract with wording different from the original. It is currently unclear whether locals in the surrounding Philadelphia area will take this stand. TDU is investigating this and looking into the legality of these changes. If you have information, please contact TDU.

One More Slap in the Face.

Feeder drivers in Springfield, Massachusetts have been given one more slap in the face by UPS management. Jack Sticca has shown once again what it means when UPS talks about this being an employee oriented company. Back in September, UPS asked their drivers to get Connecticut tandem trailer permits, and to pay $50.00 out of their pockets so that when a tandem job was put on, they could bid on it.

A lot of drivers did, even though they complained about having to pay. Lo and Behold! A new job came up, and who did they give it to? A temporary! Our local is "working on it" and I'm sure it will take until at least Christmas to do anything about it and then it will be too late. This job pays about $200 more than most feeder drivers are making, and to give it to a temporary is one of the lowest things I can remember UPS ever doing—and that is saying a lot. Merry Christmas Springfield. This must be what they mean by the Challenge of the 80s.

—Springfield UPS Driver

New England Package Car Drivers Beware.

Part-time drivers are on the road in New Hampshire. State-wide Local 633 recently gave in to the company and has allowed the use of the lower paid drivers to deliver late Next Day Air packages. Other New England Teamsters watch out!

UPS Profits Up Again—$28 Million.

After-taxes profits for the first six months of 1985 rose some $28 million over 1984 to $279,779,000. Income per share and retained earnings also were up, making 1985 a very bright one for UPS so far. At this rate, year end profits should near $560 million. For a copy of the Securities and Exchange Commission report 10-Q, just write the TDU/UPS Network, c/o TDU, Box 10128, Detroit, MI 48210. No charge to TDU members, $1.00 for others.

How to Look at the Union's Books and Get Info on Benefit Funds

Julie Fosbinder
TDU Counsel

Under the Landrum-Griffin Act Congress determined that unions, their officials, and employers should file certain documents and disclosure reports with the Department of Labor (DOL). All too often, though, members aren't fully aware of what information is available and how it can be gotten. All of the following reports are public information and can be gotten through the Department of Labor in Washington, D.C.

They also must be made available to you by your union officials upon your written request. If your local refuses to comply with your request, contact the TDU office immediately and we will assist you. Here is the information that you are entitled to:

1. Union Constitution and Bylaws. The act requires that every labor organization must adopt a set of bylaws or constitution. Further, amendments to bylaws must be submitted to the DOL on the form LM-1A.

2. LM-2 Report. Every labor organization is required to file this report (from the international union down to each local) and it discloses the organization's income, through dues and other sources, and its expenditures, such as officer and staff salaries, loans and contributions. TDU has many LM-2 reports on file—contact us to get yours.

3. Stock and Bond Holdings—LM-30 Report. Every labor official is required to disclose all stocks and bond holdings and all business transactions with companies that may reflect a conflict of interest. They must also disclose all gifts from employers. In the past TDU used these to reveal many business conflicts of interest on the part of Jackie Presser.

4. LM-15 Report. Every labor organization that has imposed trusteeship or control over a subordinate body must file this report within 30 days. The report includes a description of the subordinate's financial position, a detailed statement of the reasons for the trusteeship, and information on how the subordinate body's members will keep their membership rights at conventions of the larger union. Like the LM-2, this report is available upon request to the union member.

5. LM-10 and LM-20 Reports. The act requires that the employer, and any organizations they hire (union busting consultants) file these reports giving the details of activities and funds expended to discourage union representation or to influence bargaining.

6. Your Right to Review the Locals' Books. An important right union members have is the right, under Section 201 of the Landrum-Griffin Act, to "for just cause examine any books, records or accounts necessary to verify the LM-2 reports."

This right is enforceable by the member in both state and federal courts, and has been the subject of a number of lawsuits.

But if you want to review the books, remember these important points: a) make a written or oral request for the specific documents you want to see, and state why you want to see them; b) you have to show "just cause." A number of courts have stated that this can be minimal, but it does mean that you cannot make an unsupported demand for all of the union records. For example, this could be some evidence of wrongdoing, such as a sudden change in a reported item; c) if the union ignores your demand you can go to court; d) you may have an accountant or auditor accompany you, and you can make copies of the documents unless the union can show that they are particularly sensitive.

The union must keep the basic data necessary to create such reports on file for five years, and the DOL is empowered to bring action against labor union officials for failing to provide correct information.

6. Pension and Health and Welfare Plan Information. Under the Employee Retirement Income Security Act (ERISA), every pension plan and welfare fund with over 100 participants must comply with the following reporting requirements:

**Plan and Summary Plan Description.* The Plan describes all terms governing the fund in great detail, including eligibility requirements, benefit levels and all other information. The Summary Plan is the shortened version of this. Each plan must file copies of both documents with the DOL, and must send all participants a copy of the Summary Plan within 90 days after they become a participant. They must also continue to send copies of all material changes to you, and if you request any of them they must comply in 30 days.

**Form 5500.* This is the benefit plan financial report. It details assets and liabilities, and other financial information. The fund must file this annually with the IRS, which then gives it to the DOL. The complete 5500 must be given to you upon written request, and the fund must also provide each participant with an annual summary of the financial information.

Please contact TDU for more details or assistance on obtaining any of these documents.

STEWARDS' CORNER

Los Angeles Grocery Teamsters on Strike

On November 5, Los Angeles area Teamsters and United Food and Commercial Workers (UFCW) members struck Vons Grocery Co. One day later, seven other major chains including Safeway, Albertson's and Alpha Beta locked both unions out. Roughly 10,000 UFCW meatcutters and 12,000 Teamsters are now on strike.

A second round of negotiations broke off on November 14. At stake for Teamsters are establishment of a two-tier wage scale, greater company ability to subcontract out work, and other concessions. One company proposal faced by the meatcutters is that the guaranteed work day be dropped from eight to four hours.

According to a November 23 story in the *Los Angeles Times*, the unions have not established picketing at all seven chains, and one union official was quoted as saying, "I can't understand why the unions wouldn't have at least one picket at the store handing out leaflets explaining what the strike is all about. You can't build public awareness without more pickets."

Before the strike public sentiment was high when Ralph's, one of the chains, laid off high seniority clerks and gave their jobs to low seniority, low paid workers. But the union didn't take advantage of the rare public support. When the contracts expired the IBT continued to act as if they didn't know what was going on. And the little they knew they weren't telling anyone.

The companies and unions have been negotiating the contract under a news blackout, which means that members will be deprived of the essential background information about the agreement that is needed to make an informed decision. Meanwhile, the livelihoods of 22,000 members hang in the balance.

The next Convoy Dispatch Deadline is January 3, 1986.

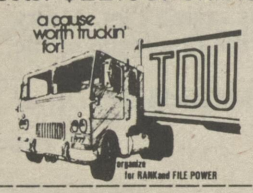
Show Your Pride in TDU

Order a TDU Jacket, Vest, Hat or Sweatshirt Today!

Getting ready for winter? Don't shop at J.C. Penney's — buy warm and durable winter wear from TDU. Get ready for winter and support TDU at the same time. We now have well-made jackets, vests, hats and sweatshirts available.

The TDU Hat is blue and white with the TDU emblem in red, yellow and blue on the front. It's made of tough, "breathable" nylon mesh, and adjusts to all sizes. Prices: $6.50 each, $5.00 for orders of 5 or more.

TDU Jackets and Vests are blue with the Teamster and TDU patches on the front, and "A Cause Worth Truckin' For" logo on the back. Lined jackets and vests: $22.00. Unlined Jackets: $17.00.



TDU Sweatshirts: This new item comes in a variety of colors and is emblazoned with the "Cause Worth Truckin' For" logo. Crew neck: $10.00. Hooded, zipper sweatshirt: $12.00.

Enclosed is $_____ for:

	Size	Quantity	Color
Lined Jackets	_____	_____	
Unlined Jackets	_____	_____	
Vests	_____	_____	
Hats	_____	_____	
Crewneck Sweatshirts	_____	_____	_____
Zipper Sweatshirts	_____	_____	_____

Name _____

Address _____

City_____ State_____ Zip_____

Mail to: TDU, Box 10128, Detroit, MI 48210

Local 278 BA Gail Sullivan.

TDU Local Election Gains

Congratulations to TDU member Bob Dubian, who won reelection as secretary-treasurer of Hartford, Connecticut Local 559. A majority of his slate won also. Hartford Local 671 had a change of leadership with Tom Robidoux, the cousin of incumbent Richard Robidoux, winning out on a program of promised reform.

Congratulations also to TDU member Gail Sullivan, who won reelection in San Francisco Local 278 for business agent/organizer. Also in San Francisco, TDU member Jack Ford was returned to the executive board of Local 912 in that local election. Ford had been wrongfully removed from the board by the local leadership during the past term, but now the membership has corrected that.

Some TDU members ran on the B.O.W.L. (Better Opportunity with Leadership) Slate in Philadelphia Local 463, but very narrowly lost. The top race was decided by only seven votes in this 5,000 member local of bakery and dairy Teamsters. It was the first challenge to the local leadership in a long time, and the challengers say they will be back.

Your Safety and Health

Dangers of Diesel Exhaust

Diesel engines are cheap and efficient—but they are also dirty. Diesel exhaust is a mixture of about 9,000 different chemical compounds. Some of these are relatively harmless but many others are known to cause health problems like lung damage. Quite a few carcinogens (cancer-causing chemicals) have been found in diesel exhaust. Exposure to diesel exhaust is common in these workplaces: underground mines, bus and truck garages and docks and train maintenance sheds. Truck drivers can also be exposed to high levels of diesel exhaust.

Particulates—tiny solid particles suspended in the diesel exhaust—are one of the major health threats. A diesel engine produces 30 to 100 times more particulates than a gasoline engine.

Particulates are problems for a couple of reasons. Because they are so small, they penetrate deeply into the lungs and tend to stay there, interfering with the proper functioning of the lungs. In addition, the surface of the particulate matter tends to absorb many of the cancer-causing hydrocarbons that diesel exhaust also contains. As with all carcinogens, there is a long latency period, and the time between exposure and the development of cancer can be anywhere between 15 and 40 years.

Nitrogen oxides are highly irritating to the lungs, eyes and mucus membranes and diesel exhaust fumes contain more of them than gasoline exhaust does. Symptoms include burning eyes and a tight congested feeling in the throat and chest. In cases of severe nitrogen oxide exposure, your blood pressure can fall and you can have a headache, feel dizzy and have burning in your chest. In such cases, your lung tissue may be damaged and begin to fill up with fluid.

While diesels produce less carbon monoxide than gasoline engines, this can still present a hazard. Short term effects of exposure to a high level of carbon monoxide are well known—headache, dizziness, mental confusion. Unconsciousness and death can result if the exposure continues or if oxygen is not supplied.

The long term effects of constant exposure to low levels of carbon monoxide are not as well known. You can develop a tolerance for levels over a period of time, but it is dangerous. Among the chronic effects are loss of mental alertness, persistent mild headache, possible damage to the nerves of the ear, and stress on the heart and circulatory system, including narrowing of the arteries. Some researchers have linked low-level carbon monoxide exposure to increased heart attacks.

OSHA Rules

There are no set standards for diesel emissions as such, but there are standards for many of the individual components such as carbon monoxide, sulfur dioxide, hydrogen cyanides and sulfides, etc. The General Duty Clause, Section 5(a)(1) of the OSHA Act, states that each employer is required to provide a working environment that is free from all recognized standards that can cause death or serious physical harm to his employees. This administration has been issuing few 5(a)(1) citations although the law is still on the books. If you know that your health is at risk, demand that a 5(a)(1) be cited by OSHA.

Control Measures

If you work with diesel equipment you should have the following exhaust pollution control measures. They are especially important if you work in confined areas.

- Only Diesel 1 fuel should be used. It is slightly more expensive than Diesel 2, but it burns much more cleanly.
- A good ventilation system is a necessity. It should include both intake and exhaust fans as well as smaller auxiliary fans for local air circulation.
- Bulkheads should be installed to help direct airflow in large or irregular areas such as mine caves or shops.
- Tailpipe or stack exhaust hoses should be provided for any vehicles being run in a maintenance shop.
- Vehicles being run in the field should be fitted with emission control devices, collectors, or scrubbers.
- All diesel equipment should have frequent tune-ups and regular maintenance to keep exhaust particulates to a minimum.

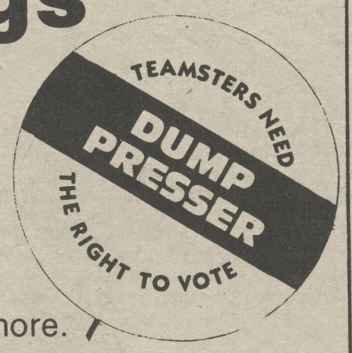
Always remember these two important things:

- Safe and healthful working conditions are your legal right!
- The only safe level of exposure to a carcinogen is *no exposure at all!*

If you believe in the Right to Vote

Show Your Feelings

Order a pin today to wear when you are getting signatures on the Right to Vote petition, and to pass out to fellow workers to let your local know where you stand.



Prices: $1 for 1; 50¢ each for 10 or more.

I'll take _____ Right to Vote buttons.

Name _____

Address _____

City _____ State/Zip _____

Phone (___) _____ Local #_____

Send to: TDU, Box 10128, Detroit, MI 48210

Start the New Year Off Right!

photo by Bob Gumpert

Join the $100 Team

"I joined the $100 Team because there is no one else giving the working Teamster this kind of education and legal advice. As a matter of fact I have given $100 each year for many years."

Pete Sercombe
Transcon, Local 150
Sacramento, Cal.

TDU is there for you, will you be there for TDU? We survive and take on issues like the Right to Vote Campaign only with support from members who care. At the Rank and File Convention last month, members donated and pledged $15,700. But much more is urgently needed. Your donation to the Teamster Rank and File Education and Legal Defense Foundation makes possible support for key legal cases, printing materials such as our *Legal Rights Handbook*, and much more. Your donation is tax-deductible.

___ I pledge $100. My check is attached.

___ I pledge $100 in four monthly pledge payments of $25 contributions.

___ I pledge $100 in ten monthly payments.

I wish to remain anonymous: ☐ yes ☐ no

My name may be listed as a donor: ☐ yes ☐ no

Name _____ Company _____

Address _____ Local _____

City _____ State _____ Zip _____

Carhaul News and Notes

Sleeper Teams Head East

Sleeper teams head east—Wilmington Anchor drivers were recently told that Jack Cooper Transport out of Kansas City would be running into and out of the east coast with traffic taken off the railroad. The drivers will run in two-man sleeper cab teams, splitting the running-mile rate for the trip. Wilmington was told that they could take their share of the traffic on a one-man running mile basis, but that Cooper would run no matter how Wilmington voted. The operation has not started yet, so further details are unclear. What is clear is that we can expect to see a repeat of history—the first stock rates looked good and the deals got steadily worse.

A substandard yard contract at the new Poletown Cadillac plant in Detroit is Ryder's goal. Ryder system wants to put the work under yet another paper subsidiary. Management wants to pay a low hourly guarantee with an incentive per car. They will use this to try to avoid paying time and a half for overtime. Substandard yard contracts like these are a threat to a whole section of Teamsters in carhaul. Already some yard crews are composed mostly of part-time employees under pay scales like Ryder's proposal for Poletown. If you have a substandard yard contract at your terminal, you can help by sending a copy of the agreement.

Progress has been slow at most grievance committees as the backlog of discharge cases from before the contract is worked off. A committeeman at **Lake Orion Anchor** tells us, "Management there is evading local-level discussions of policy grievances by piling on B.S. discharges to tie up local-level committee hearings." The National Grievance Committee meeting in October reportedly confined itself to "interpretive" discussions of the new contract but have not released the interpretations.

One item discussed was the new drug testing language. Implementation of this testing in freight has resulted in many gross injustices which will have to be resolved by a long lawsuit unless our top officials act quickly to correct the mess they have created. Hopefully the union will learn a lesson from the experience and hold off on this dangerous experiment so that they don't create another mess of injustice in carhaul.

The right to vote petition is gaining steam among carhaulers. with the first 100% terminal coming in. Carhaulers have a big stake in this petition on the right to vote for international officers and to directly elect the delegates to the International Convention. No group has been hit harder by the union's imposition of the 2/3s rule by our top union officials. This denial of majority rule has been directly responsible for the decline of our contract. Jackie Presser's control of our area and national grievance and negotiating committees has cost us dearly.

We are in a good position to spread the word about the right to vote campaign on our radios and the road. If you need copies of the petition fill out the coupon on page 6.

"Why don't you have articles on my terminal?" That's what a carhauler from Wisconsin asked at a recent meeting. Well, our news comes from you. So if you have a problem at your terminal that we should cover, write us a letter or give us a call.

TDU Chapters on the Move

Sacramento TDU was successful in raising and getting passed a motion putting Local 150 on record in favor of the right to vote for IBT officials. There were a few abstentions, but no opposition to the motion. Other local chapters should consider doing the same at their local meeting. Contact the TDU office for advice on how to do it.

South Bend TDUers Hit the Truck Stops with Petitions. South Bend TDUers have taken their right to vote petition campaign on the road. They've set up display tables in area truckstops with petitions displayed on poster board, along with a copy of the latest **Convoy Dispatch** and samples of the Right to Vote pamphlets.

Augusta, Georgia Organizing Committee Formed. TDU continues to grow in the south and has begun an organizing drive in the Augusta, Georgia area. Several Teamsters from Local 728 and Local 528 met on November 24 to begin making plans for forming a local chapter, with particular emphasis on UPS and several area trucking companies, including Roadway, Yellow and McLean.

The brothers and sisters from Augusta were given a helping hand by members from the Atlanta chapter, who would like to see a sister chapter formed in their state.

Worcester, Massachusetts Area TDU is #1 as we go to press with the most right to vote petition signatures turned in to the TDU office. Southern California is running a close second.

Philadelphia Area TDUers from seven locals met on November 16 and decided to form a TDU chapter in the Philadelphia area to better coordinate activity. Those present selected a steering committee and set plans for getting the right to vote petitions signed. They also made plans for the next chapter event, which will take place in late January.

The TDU meeting in New Jersey on November 24 was a smashing success. Sixty Teamsters from many different locals attended to hear Sue Jennik, New York regional organizer, talk about TDU, the right to vote petition drive, and the new TDU office in New York. TDUer Frank Greco chaired the meeting.

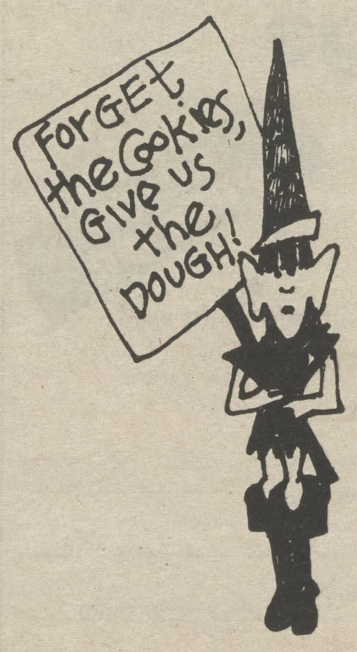
Many of those at the meeting were from Paul's Trucking and its broker, Lowenstein. These companies use casuals on a massive scale. Some Lowenstein drivers have been casuals for over four years. Another problem discussed was the pro-rata pension raise in Locals 560, 617, 641 and others. Those at the meeting suggested scheduling another meeting in January and promised a bigger turnout.

How Does Santa Know Who's REALLY naughty or nice?

Illustration by Nicole Hollander

He reads **Convoy Dispatch** to see who's been helping make our union stronger and more democratic. This holiday season don't get caught on Santa's bad side, join TDU today to make sure that 1986 will be another year of victories and growth for us.

Happy holidays!



TDU Membership Application

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone ( ) _____ Company _____
Area Code

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other _____

☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**

☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)

☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials.)